

September 30, 2016

KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV

2015 – 2016 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1 2015 -- September 30, 2016 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.



RECRUITMENT SOURCES AND REFERRAL LISTINGS

10/1/15-9/30/16

Job Title	Date Position Opened	Date Position Filled	Sources Used	Hire Source	Interviewee Referral Source
News Producer – GMNW (KVEW)	7/27/2015	11/9/2015	Employment Recruitment List, TC Herald	TVJobs.com	CWU, TVJobs.com
News Producer – 6:30pm (KVEW)	7/27/2015	12/9/2015	Employment Recruitment List, TC Herald	TVJobs.com	TVJobs.com, Co-worker
News Production (KVEW)	10/19/2015	12/1/2015	Employment Recruitment List, TC Herald	Internal Applicant	Internal Applicant, Worksource, On Site Posting
Multi Media Journalist (KVEW)	10/21/2015	12/3/2015	Employment Recruitment List	TVJobs.com	TVJobs.com
Meteorologist/Weather Forecaster – KVEW	11/9/2015	5/24/2016	Employment Recruitment List	KXLY	KXLY, Internal Applicant, Indeed
Local Sales Assistant (KVEW)	11/24/2015	1/21/2016	Employment Recruitment List, TC Herald	Employee Referral	Employee Referral, Indeed.com, Craig's list, did not supply
Account Executive (KVEW)	12/8/2015	8/16/2016	Employment Recruitment List	Position Not filled	No one interviewed
Account Executive (KAPP)	12/8/2015	8/16/2016	Employment Recruitment List	Position Not filled	Indeed.com, Yakima Herald, ASU Job Fair, Craig's List
Digital Sales Manager (KVEW)	12/11/2015	1/19/2016	Employment Recruitment List	Promoted Within	Craig's List, Internal Applicant

Master Control Operator (2x) – (KVEW)	1/5/2016	2/11/2016	Employment Recruitment List	Employee Referral (2x) Employee Referral, Indeed.com, Craigs List, KVEWTV.com
News Anchor (KVEW)	1/15/2016	2/4/2016	Employment Recruitment List	KVEWTV.com KVEWTV.com, TV Jobs.com, Internal Applicant
GMNW Producer (KVEW)	1/15/2016	6/17/2016	Employment Recruitment List	Employee Referral Employee Referral, Indeed.com
New Photographer	03/16/2016	03/31/2016	Employment Recruitment List	Employee Referral KVEWTV.com, Employee Referral
MMJ/Reporter (KVEW)	4/25/2016	5/27/2016	Employment Recruitment List	TVJobs.com TVJobs.com, KXLY
MMJ/Reporter (KVEW)	4/25/2016	6/30/2016	Employment Recruitment List	TVJobs.com TVJobs.com, Indeed.com, KVEWTV.com
General Assignment Reporter/ MMJ (KAPP)	4/26/2016	7/27/2016	Employment Recruitment List	Position not filled. Will repost
Assistant Account Executive -- 2x	7/29/2016	8/6/2016	Employment Recruitment List	Craig's List, Internal applicant, Indeed.com Indeed.com Craig's List
General Assignment Reporter/ MMJ (KAPP)	8/10/2016	8/18/2016	Employment Recruitment List	TVJobs.com TVJobs.com
News Photo Journalist	8/12/2016	8/17/2016	Employment Recruitment List	KVEWTV.com KVEWTV.com, TVJobs.com
KAPP Local Sales Manager	8/16/2016	8/31/2016	Employment Recruitment List	KVEWTV.com KVEWTV.com, Indeed.com

Total number of persons interview for All Fulltime Vacancies filled during the Past Year: 72



2016 EEO Public File Report Form

Covering the Period from 10/1/15-9/30/16

Station(s) Comprising Station Employment Unit: KAPP TV and KVEW TV

Section 1: Vacancy Information

Job Opening	Dates	# of people Interviewed	Recruitment Source for Hiree
News Producer - GMNW KVEW	7/27/2015-11/9/2015	2	TVJobs.com
News Producer -- 6:30pm KVEW	7/27/2015-12/9/2015	2	TVJobs.com
News Production - KVEW	10/19/2015-12/1/2015	5	Internal Applicant
Multi Media Journalist KVEW	10/21/2015-12/3/2015	6	TVJobs.com
Meteorologist/Weather Forecaster KVEW	11/19/2015-5/24/2016	4	KXLY
Local Sales Assistant KVEW	11/24/2015-1/21/2016	7	Employee Referral
Account Executive -- KAPP	12/8/2015-8/16/2016	4	Position not filled. Will repost with different wordage in ad
Account Executive -- KVEW	12/8/2015-8/16/2016	0	No one interviewed
Digital Sales Manager -- KVEW	12/11/2015-1/19/2016	2	Promoted within
Master Control Operator -2x KVEW	1/5/2016 -- 2/11/2016	9	Employee Referral (2x)
News Anchor -- KVEW	1/15/2016-2/4/2016	3	KVEWTV.com
GMNW Producer -- KVEW	1/15/2016-6/17/2016	3	Employee Referral
News Photographer -- KVEW	3/16/2016-3/31/2016	4	Employee Referral
MMJ/Reporter -- KVEW	4/25/2016-5/27/2016	4	TVJobs.com
MMJ/Reporter -- KVEW	4/25/2016-6/30/2016	4	TVJobs.com
Gen Assignment Reporter/ MMJ -- KAPP	4/26/2016-7/27/2016	0	Position not filled. Will repost with different wordage in ad
Assistant Account Executive -- 2x	7/29/2016 -- 8/6/2016	3	Indeed.com, Craig's List

Gen Assignment Reporter/ MMJ – KAPP	8/10/2016-8/18/2016	4	TVJobs.com
News Photo Journalist	8/12/2016-8/17/2016	4	KVEWTV.com
Local Sales Manager KAPP	8/16/2016-8/31/2016	2	KVEWTV.com

EEO RECRUITER LIST
10/1/2015 – 9/30/2016

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1 Added 12/4/2014 (Sales only openings)	AdAbilities Lucy Rice Director of Talent and Recruitment 6290 Ronald Reagon Drive, Suite 121 Lake St Louis, MO 63367 Phone: 314-276-2017 Email: lucy@adabilities.com Website: www.adabilities.com		Sales Manager notifies her when we have openings	
2 Updated 4/22/2016 (News only openings)	Asian American Journalist Lori Matuskawa c/o KING TV 1501 First Avenue South Seattle, WA 98134 Phone: 206-448-3853 Email: lmatsukawa@king5.com Website: www.king5.com		Email	
3 Updated 4/21/2016	ACRS Employment & Training Services Yong Lim Oshie Program Supervisor 3639 Martin Luther King Jr. Way S. Seattle, WA 98144 Phone: 206-695-7590 Email: yonglim@acrs.org Website: www.acrs.org		Email	
4 Added 12/4/2014 (Engineering, Technical openings only)	Bates Technical College Job Services, Shirley Miller 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7240 Fax: 253-680-7187 Email: jobservices@bates.ctc.edu Website: www.bates.ctc.edu		Email	
5 (News only openings)	California Chicano News Media Assn. (CCNMA) Sylvia Wells Office Manager 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Phone: 213-743-4960 Email: sylvia@ccnma.org Website: http://ccnma.org/		Email	
6	Central Washington University Career Services 400 E. University Way Ellensburg, WA 98926 Phone: 509-963-1921 Email: career@cwu.edu Website: www.cwu.edu		Email	

7 Updated 1/7/2015	Columbia Basin College Student Employment Center Daphne Lightfoot 2600 N. 20 th Avenue Pasco, WA 99201 Phone: 509-542-4875 Fax: 509-544-2029 Email: dmoran@ctc.edu Website: www.Columbiabasin.edu		Email	
8	Eastern Washington University Dept of Electronic Media and Film Pam Bumpas 104 RTV Building Cheney, WA 90004 Phone: 509-359-6390 Email: pbumpas@ewu.edu Website: www.ewu.edu		Email	
9	Fort Simcoe Job Corps Center Jacque Green 40 Abella Lane White Swan, WA 98952 Phone: 509-874-2244 Fax: 509-874-2342 Email: green.jacque@jobcorps.org Website: www.fortsimcoe.jobcorps.gov		Email	
10	KAPP TV P.O. Box 1749 Yakima, WA 98907 Phone: 509-453-0351 Website: www.kapptv.com		Website	
11	KAPP TV All Employees/Employee Referrals/Internal Applicants/Employer Initiated P.O. Box 1749 Yakima, WA 98907 Phone: 509-453-0351 Fax: 509-453-3623 Website: www.kapptv.com		Posted on Company Bulletin Board	1
12	KVEW TV All Employees/Employee Referrals/Internal Applicants/Employer Initiated 601 N. Edison Kennewick, WA 99336 Phone: 509-735-8369 Fax: 509-735-7889 Website: www.kviewtv.com		Posted on Company Bulletin Board	13
13	KVEW TV 601 N. Edison Kennewick, WA 99336 Phone: 509-735-8369 Website: www.kviewtv.com		Website	11

14	Kennewick-Pasco-Richland Craigs List 1361 9 th Avenue San Francisco, CA 94122 Phone: 415-566-6394 Website: www.kpr.craigslist.org		Website	4
15	KXLY TV Wendy Peter Human Resources 500 W. Boone Avenue Spokane, WA 99201 Phone: 509-324-4000 Email: wendyp@kxly.com Website: www.kxly.com		Email	2
16	Media Line Mark Shilstone P. O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Email: medialine@medialine.com Website: www.medialine.com		Email	
17 Updated 7/29/2016	Oregon Association of Broadcasters Shannon 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 Phone: 503-443-2299 Fax: 503-443-2488 Email: Shannon@theoab.org Website: www.theoab.org		Email	
18	Radio KDNA Job Listings Service Gabriel Martinez P. O. Box 800 Granger, WA 98932 Phone: 509-854-2223 Email: gmartinez@kdna.org Website: www.kdna.org		Email	
19 Added 10/30/2014 Updated 1/22/2015	Specs Howard School of Media Arts Tony Sherock Video – Career Services Advisor 19900 W. 9 Mile Rd #100 Southfield, MI 48075 Phone: 248-358-9000 Email: Tsherock@specshoward.edu Website: www.specshoward.edu	Yes	Email	
20 Added 10/30/2014 Removed 4/21/2016 per request radio advisor no television	Specs Howard School of Media Arts Kristin Burns Career Services Radio Advisor 19900 W. 9 Mile Rd #100 Southfield, MI 48075 Phone: 248-358-9000 Email: kburns@specshoward.edu Website: www.specshoward.edu	Yes	Email	

21	TVJobs.com Mark Holloway P. O. Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Fax: 760-754-2115 Email: jobs@tvjobs.com Website: www.tvjobs.com		Website	17
22	University of Idaho School of Journalism and Mass Media Denise B P.O. Box 443178 Moscow, ID 83644-3178 Phone: 208-885-6458 Fax: 208-885-6450 Email: deniseb@uidaho.edu Website: www.uidaho.edu		Email	
23 Updated 4/21/2016	University of Idaho School of Journalism and Mass Media Diane McGarry 875 Perimeter Drive MS 3178 Moscow, ID 83844-3178 Phone: 208-885-6458 Fax: 208-885-6450 Email: dmcgarry@uidaho.edu Website: http://www.uidaho.edu/class/jamm		Email	
24	University of Idaho School of Journalism and Mass Media Glenn. Mosley P.O. Box 443178 Moscow, ID 83644-3178 Phone: 208-885-6458 Fax: 208-885-6450 Email: gmosley@uidaho.edu Website: www.uidaho.edu		Email	
25	University of Idaho School of Journalism and Mass Media M. Secrist P.O. Box 443178 Moscow, ID 83644-3178 Phone: 208-885-6458 Fax: 208-885-6450 Email: msecrist@uidaho.edu Website: www.uidaho.edu		Email	
26	Washington State Association of Broadcasters Char Myers 724 Columbia Street NW, Suite 310 Olympia, WA 98501 Phone: 360-705-0774 Fax: 360-705-0873 Email: wsabjobbank@comcast.net Website: www.wsab.org		Email	

27 Added 12/4/2014 Updated 4/21/2016	Washington State University Murrow College of Communication Lisa Laughter P. O. Box 642530 Pullman, WA 99164-2530 Phone: 509-335-7333 Fax: 509-335-3739 Email: laughterl@wsu.edu Website: www.wsu.edu		Email	
28	Washington State University Tri Cities Campus Julie Nelson 2170 University Drive Richland, WA 99352 Phone: 509-372-7201 Email: janelson@tricity.wsu.edu Website: www.hrs.wsu.edu		Email	
29	WISC TV Jeff VerVoort Human Resources 7025 Raymond Road Madison, WI 53719 Phone: 608-271-4321 Email: jvervoort@wisctv.com Website: www.channel3000.com		Email	
30 Updated 5/4/2016	Worksource of Yakima Carol Cauthron 306 Division Street Yakima, WA 98902 Phone: 509-574-0163 Email: ccauthron@esd.wa.gov Website: www.WorkSourcWA.com		Website	
31 Updated 5/4/2016	Worksource of Columbia Basin 815 N. Kellogg Street, Suite B Kennewick, WA 99336-8007 Phone: 509-734-5947 Website: www.WorkSourceWa.com		Website	2
32	Yakima Craigs List 1361 9 th Avenue San Francisco, CA 94122 Phone: 415-566-6394 Website: www.yakima.craigslis.org		Website	
33	Yakama Indian Nation Tess French Box 151 Toppenish, WA 98948 Phone: 509-865-5121 Fax: 509-865-6719 Email: tessf@yakama.com Website: www.yakamanation.org		Email	

34 Added 12/5/2014	Queen B Radio Wisconsin, Inc Judy Boldt 51 Means Drive Platteville, WI 53818 Phone: 608-349-2014 Fax: 608-349-2002 Email: jbaldt@queenbradio.com Website: www.news8000.com		Email	
35 Added 12/5/2014	Queen B Television, LLC, dba WKBT-TV Marsha Everson 141 S. 6 th Street LaCrosse, WI 54601 Phone: 608-782-4678 Fax: 608-782-4674 Email: meverson@wkbt.com Website: www.news8000.com		Email	
36 Added 1/22/2015 Removed 4/21/2016 as email address not valid.	Specs Howard School of Media Arts Sara Shunk Digital Media Arts Career Services Advisor 19900 W. 9 Mile Rd #100 Southfield, MI 48075 Phone: 248-358-9000 E-mail: Sshunk@specshoward.edu Website: www.specshoward.edu	Yes	Email	
37 Added 1/22/2015 Removed 4/21/2016 as email address not valid.	Specs Howard School of Media Arts Tracy Warren Career Services Administrative Assistant 19900 W. 9 Mile Rd #100 Southfield, MI 48075 Phone: 248-358-9000 Email: twarren@specshoward.edu Website: www.specshoward.edu	Yes	Email	
38 Added 10/28/2015	Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750		Website	15
40 Added 11/2015	Arizona State University Tempe, AZ 85281 Phone: 480-965-2100 https://asu-csm.symplicity.com/employers		Website	
41 Added 1/21/2016 (Engineering, Technical openings only)	Bates Technical College Ken Witkoe, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7761 Email: kwitkoe@bates.ctc.edu Website: www.bates.ctc.edu		Email	

42 Added 1/21/2016 (Engineering, Technical openings only)	Bates Technical College Roland Robinson, Instructor 1011 S. Yakima Avenue Tacoma, WA 98405-4895 Phone: 253-680-7754 Email: rrobinson@bates.ctc.edu Website: www.bates.ctc.edu			
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OTHER REFERRAL SOURCES

10/1/2015 – 9/30/2016

Number	Contact Information	Did source request notification	Notify via:	# of interviewees referred by source
1 added 4/8/2016 (not all openings)	Career Builders.com 200 N. LaSalle Street Suite 1100 Chicago, IL 60601 Careerbuilder.com		Posted on Website	
2 Added 4/15/2016	Facebook 1 Hacker Way Menlo Park, CA 94025 650-308-7300 Facebook.com		Self posted	
3 Added 4/15/2016	Linkedin 2029 Stierlin C. Mountain View, CA 94043 650-687-3600 Linkedin.com		Self posted	
4	Yakima Herald Republic Attn: Classified Advertising 114 N. 4 th Street Yakima, WA 98901 Phone: 509-248-1251 Email: classads@yakimaherald.com Website: www.yakimaherald.com		Email	1
5	ASU Job Fair		In person at Job Fair	1
6	Internal Referral			1
7	Did not specify			4



EEO Outreach Initiatives
October 1, 2015 – September 30, 2016

Participated in general outreach efforts by such means as Job Banks or Internet programs such as those described in the model program developed by NASBA.

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

On October 27, 2015 HR attended the Gonzaga University All Major Career and Internship Fair at Gonzaga University. Talked with students about the current career opportunities that were available at KAPP/KVEW.

On October 16 and October 30, 2015 our News Anchor conducted mock interviews of Pasco High School students who were learning what it takes to get a job.

On November 12, 2015 conducted an EEO Self Assessment. Participants were HR and VP/General Manager.

On November 13, 2015 HR conducted a EEO Compliance Training for all department heads. Department Heads in attendance were General Manager, Chief Engineer, Sales Manager, News Director and Web/Social Media Director.

November 30 – December 4, 2015 our General Sales Manager participated in Enterprise Week in the Pasco School District. During this week she did the media judging and discussed the real life role of media and future opportunities.

February 9, 2016 our Master Control Supervisor gave a tour of the station to 11th and 12th Graders from Tri Tech. Toured the front office, commercial production, master control news control and the news studio. The basic function of each room was explained and questions were answered.

On February 24, 2016 HR attended Partnership in Employment 2016 Career Fair for Gonzaga University. Talked with students about the current career opportunities that were available at KAPP/KVEW TV.

On May 4, 2016 from 12:00-2:00pm, a News Reporter and Social Media Director spoke with a sports reporting class at Central Washington University. They spoke on News Reporting and Social Media as it pertains to news/sports.

On June 15, 2016 Tom Keeler, VP/GM of WISC TV attended the NABEF MSI Recruitment Day job fair as a representative for Morgan MurphyMedia.

On July 14, 2016 local reporter/weather person talked to 80 summer school kids at Wapato High School. The focus of the talk was how Math and Reading helped with his career. Hopefully drilling into kids the importance of such and to show the importance of college.

On August 4, 2016 conducted an EEO Self Assessment. Participants were HR and VP/General Manager.

On August 25, 2016 HR attended the Hiring Heroes Job Fair at the Spokane County Fair and Expo Center. Talked with job seekers about the current career opportunities that were available at KAPP/KVEW TV.

On September 13, 2016 our Local Sports Reporter talked to the Chiawana High School Photog Class of 25 about television and her journalism career journey.

On September 29, 2016 our Vice President/General Manager and HR attended the WSU Tri Cities Career Fair. Talked with students about the current career opportunities that were available at KAPP/KVEW.



EEO Outreach Initiatives - Trainings
October 1, 2015 – September 30, 2016

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training included:

Media Star Program Defaults Webinar – Chief Engineer – October 1, 2015
MediaStar Program Defaults Webinar – Office Manager – October 6, 2015
Baron's Weather System Training – Weather Anchor, News Production, Engineering, News Reporter – October 19 thru October 23, 2015
WSAB 2015 EEO Rules & Public File Requirements Webinar – Office Manager – October 14, 2015
TVB Automotive Training – Account Executives – October 27, 2015
Phase 3 Digital Training – Sales Department – November 4, 2015
Jim Doyle Healthcare Mega PayDay Webinar – Sales Department – November 12, 2015
ZypMedia Procedures – Sales Assistant, Sales Manager – December 2, 2015
Nielsen Code Reader Dashboard Training – Engineering Department – December 2, 2015
Local Media Digital Training – VP/General Manager - January 3, 2016 thru January 8, 2016
Website Ad Training – Digital Sales Coordinator – January 8, 2016
Wide Orbit Training – Natl Sales Manager – January 12, 2016
Advanced Digital Media Course – Account Executive – January 12, 2016 thru January 29, 2016
Advanced Digital Media Course – Account Executive – January 18, 2016 thru January 28, 2016
Guaranteed Digital Training – Digital Sales Coordinator – January 21, 2016
Workplace Harassment Training – All Employees – January 25, 2016
Simplifi Training – Digital Sales Assistant – January 26, 2016
Website Order Entry Training – Digital Sales Coordinator – January 29, 2016
Phase 3 Digital Rate Card training – Digital Sales Coordinator, Digital Sales Manager, Station Manager – February 1, 2016
Guaranteed Digital Training - – Digital Sales Coordinator, Digital Sales Manager, Station Manager – February 3 – February 4, 2016
Nielsen Training: Sports Rating Performance Webinar – General Manager, February 24, 2016
Social Media Training – News Department – February 26, 2016
Rentrak Webinar – Sales Department – February 26, 2016
Google Analytics Training – Sales Department, Digital Sales, Station Manager – February 29, 2016
Digital Advertising and Google Analytics –All Account Executives & Sales Managers - February 29, 2016
Nielsen Training – General Manager, Sales Managers, All Account Executives, Sales Assistants – April 6, 2016
Strata Training – Sales Managers, All Account Executives – April 30, 2016
Wide Orbit Digital Training – All Sales Managers, Sales Assistants, Tri Cities Account Executives – May 9- May 11, 2016
Titan TV Training – Office Manager/Programming – May 17, 2016
Miller Kaplan Training – VP/General Manager, Sales Managers and KVEW Account Executives – May 18, 2016
Nielsen Training – General Manager, Sales Managers, KVEW Account Executives, Sales Assistant – June 6, 2016
Rentrak Training – Chief Engineer – August 16, 2016

Strata Training via WebEx – Sales Assistant – August 9, 2016

Baron Weather System Training – Meteorologists – August 29 thru Sept 1, 2016

ZypMedia Digital Training – General Manager, All Sales Managers, All Account Executives and Assistants – September 8, 2016

SMTE: TV and Digital Sales and Leadership Training – Vice President/General Manager September 15, 16, 17, 2016